

ABA
Complaint
negotiations

Massillon Board
Counter Proposals #1
October 14, 2015

AGREEMENT

between the

Massillon City Board of Education

and the

Association of Small Group Teachers

Effective: upon ratification through and including June 30, 2018

Massillon Board
Counter Proposals #1
September 9, 2015

Any and all settlement agreements, memorandums and/or grievance settlements executed prior to this Agreement shall be null and void.

This agreement, entered into at Massillon, Ohio, this ____ day of _____, **20**____, between the Massillon Board of Education of the Massillon City School District (hereinafter referred to as the "Board") and the Association of Group Teachers (hereinafter referred to as the "AGT" or "Association") is as follows:

ARTICLE I RECOGNITION

maintain Board initial proposal

ARTICLE II NEGOTIATION PROCEDURES

agreed to maintain current

ARTICLE III BOARD OF EDUCATION RIGHTS AND RESPONSIBILITIES

agreed to maintain current

ARTICLE IV ASSOCIATION RIGHTS AND RESPONSIBILITIES

maintain current except:

A. Representation Fee: counter

2. The Association President will be provided the name of new employees prior to new employee day. The Board shall provide written notice to the Association President of any new employee hired ~~during the school year through a copy of the Board minutes~~ **after the Board action. The Board shall provide the names and telephone number of all new hires.**

ARTICLE V TEACHER RIGHTS

Board initial proposal to maintain current

ARTICLE VI CONTRACT AND ASSIGNMENTS

Board initial proposal to maintain current

Article VII WORK SCHEDULES

Board initial proposal to maintain current

ARTICLE VIII EVALUATIONS

maintain Board initial proposal

ARTICLE IX LEAVES OF ABSENCE

Maintain current except: counter

C.1. add: The Board will advance sick leave as required by Ohio law.

ARTICLE X. REDUCTION IN STAFF

maintain Board initial proposal

XI. COMPENSATION AND RELATED BENEFITS

A. Board initial proposal to maintain current salary (i.e. no steps or base raise)

D. INSURANCES: Board initial proposal

ARTICLE XII GRIEVANCE PROCEDURE

Board initial proposal to maintain current

ARTICLE XIII DRUG FREE WORKPLACE

agreed to maintain current

ARTICLE XIV REHIRING/HIRING RETIREES

agreed to maintain current

Article XV MENTOR /EDUCATOR PROGRAM

Board initial proposal to maintain current

XVI. ENTIRE AGREEMENT

Maintain current except:

Except to the extent it is otherwise provided for in this Agreement, it shall become effective **upon ratification** July 1, ~~2014~~ and shall continue in full force and effect through June 30, ~~2015~~. **2018**

XVI COMMUNICATION

Reject union proposal

XVII STAFF CONFLICT

Reject union proposal